



**City of West Columbia Police Department
Police Officer Recruitment, Referral, and Language Bonuses Policy**

Recruitment Bonus:

- A successful candidate recruited for a police officer position will receive a \$1,500 recruitment bonus upon hire, to be paid with the first full (two-week) paycheck. The officer must remain employed in a police officer position with city for two years. If the officer transfers to a non-officer position, leaves employment, or is discharged for cause before the second anniversary date, the \$1,500 recruitment bonus will be deducted from the officer's last paycheck. The recruited officer must sign a recruitment bonus agreement indicating acknowledgement and acceptance of the requirements of the recruitment bonus.

Language Stipend:

- The city of West Columbia will provide a \$150 monthly stipend for any employee who demonstrates the ability to use a second language, preferably Spanish and/or sign language, in his or her daily work. The stipend would be paid on the first pay period of the month. The city retains the right to determine the necessary level of language proficiency the employee must demonstrate to receive the monthly language stipend.